

# Gender summary report for the African Chicken Genetic Gains Tanzania project



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# Gender summary report for the African Chicken Genetic Gains Tanzania project

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# I. Introduction

The African Chicken Genetic Gains (ACGG) program and the International Livestock Research Institute (ILRI) have commissioned the Royal Tropical Institute (KIT) to develop a gender strategy to provide strategic and practical direction to ACGG's gender integration. The strategy will:

- Guide ACGG on how to integrate gender in a meaningful, effective and feasible manner. It will be based on careful priority-setting of activities and level of efforts, balancing ambition with realism and with a view to achieve 'deeper' impact in priority areas as opposed to more 'shallow' results across the board
- Provide the basis for a common understanding in ACGG of what gender integration means in the context of the program and what is expected from the different team members
- Clarify what change is expected to occur and the mechanisms through which this is expected to happen with a focus on links between activities, and
- Have a strong focus on learning/reflection and knowledge creation/documentation.

The second phase of the gender strategy development process involved three country visits to the ACGG country projects: Tanzania, Ethiopia and Nigeria.

The Tanzania country visit was carried out from 11–17 February 2017 by Julie Newton and Katrine Danielsen.

The overall objective of the country visit was to interact and discuss with ACGG staff and stakeholders in order to collect data for the development of the gender strategy. More specifically the visit sought to:

- Inform the ACGG Tanzania team on the ILRI-KIT collaboration on developing an ACGG gender strategy
- Have discussions on opportunities and challenges for gender integrating in ACGG
- Identify and discuss potential action areas for the gender strategy (content and process)
- Assess gender dimensions and implications of ACGG theories of change (ToC), and
- Foster enthusiasm and learning on gender integration in ACGG.

On the basis of the Tanzania country visit, a number of overall observations for the gender strategy structure and process are put forward in Section 1. Section 2 focuses on a summary of concrete suggestions for key entry-point for the ACGG gender strategy emerging from Tanzania. Many of these entry-points are already being explored with the support of KIT as part of the gender strategy process, which is very encouraging.

Finally, Annex 1 provides an overview of the program of the visit and the objectives of the activities undertaken, while Annex 2 presents highlights of selected consultations in Tanzania. Annex 3 presents the tool used to facilitate discussions with women and men farmers on the gender dimensions of chicken production.

## 2. Overall observations and recommendations

Before we present key entry points for the ACGG gender strategy, we would like to offer a number of observations and recommendations relevant for the overall gender strategy development.

### Gender strategy process involves improved gender practice with KIT support

The visit to Tanzania was the first of three country visits of the gender strategy development process and as such gave overall direction not only to the structure and content of the gender strategy, but also to the remainder of the gender strategy development process.

In the first instance, the gender strategy process should take into account that ACGG is an agriculture-research-for-development (AR4D) project, which means dual emphasis on gender integration into:

- The mainstream of ACGG's technical research so that there is data to analyse a) the short- and long-term impact of the project on gender relations and women's empowerment (how does improved technology (improved breeds) impact gender relations?) and b) the gender dimensions of technical research questions (how do gender relations impact technology adoption?), and
- The day-to-day development operations of ACGG so that the project improves the lives of participating chicken farmers.

Secondly, ACGG is about two years into project life and almost all intervention and activity areas are already being implemented. For the gender strategy process that means focusing on identifying entry-points for gender integration by a) as much as possible adapting or improving existing tools, processes and mechanisms of the project and b) introducing new ones as required.

It also means, as much as possible within resources available, that KIT will support the adaptation of ongoing work and the introduction of new processes as part of the gender strategy process itself. In this Tanzania summary report, highlights on key entry points are given throughout the presentation on how this is currently being undertaken.

### Common conceptual framework for understanding and operationalizing gender concerns in ACGG

The ACGG gender strategy process is informed by an **understanding of gender as relational** and with a focus on **four dimensions of gender relations**, i.e. 1) *gender division of labour*, 2) *access to and control over resources*, 3) *intra-household decision-making*, and 4) *gender norms* (see inception report). These key concepts, therefore, framed KIT's



engagement with ACGG staff and stakeholders in Tanzania, such as in the interaction with groups of women and men chicken producers, in the facilitation of a gender analysis with project staff and stakeholders of the assumptions of the ACGG ToC, and in the discussion of gender dimensions of the chicken value chain with members of the national innovation platform (see annex 2 for highlights of these discussions, and annex 3 for tool used).

The country visit, and additional engagement with project stakeholders after the visit, has confirmed a strong need for the introduction of a common conceptual framework for working with and researching gender in ACGG. This framework needs to capture key gender dynamics in chicken production. Yet it should be possible to start working with the framework without up-front large investments in training and capacity development of staff and stakeholders. Rather, the design of the gender strategy should anticipate the need for a step-by-step learning process with as much opportunity for exposure, capacity development, coaching, learning by doing for ACGG country teams as possible. And most importantly, it should be possible to set this learning process in motion ensuring that no harm is done.

It was also confirmed in Tanzania that strategic entry-points for gender integration can be found throughout the ACGG project/research/intervention/activity cycle such as in the design and conceptualization activities and methods, its planning, reporting, tracking) and in related capacity development/training of staff. Ideally, gender integration at these moments of the cycle should be linked, and a common consistently used gender framework can help to ensure that this happens. It also helps to manage expectations; it is very difficult to track changes in gender roles and relations/women's empowerment, if relevant questions are not asked as part of core project activities, and data and results have not been documented and analysed on an ongoing basis.

The proposed framework is presented in Box 1. It will be updated and revised further based on future gender strategy country visits and engagement with ACGG stakeholders.

#### **Box 1: Evolving conceptual framework for the ACGG gender strategy**

The framework is based on a relational understanding of gender and considers four dimensions of gender relations at household level as well as vis-à-vis different levels of the chicken value chain:

- 1) Gender division of labour in chicken production
- 2) Access to resources, women and men's constraints in chicken production
- 3) Control over benefits with a focus on (intra house-hold) decision-making
- 4) Gender norms and values

A detailed description of the four elements can be found in the gender strategy for ACGG inception report.

### 3. Key entry points

In this section, we present key issues discussed during our visit to Tanzania and key entry-points for gender integration identified for ACGG. We anticipate that many of these entry points will be applicable also for other ACGG country projects. For each entry-point, we have recommended how this work can be started and supported as part of the gender strategy process.

#### Opportunities for gender integration in ACGG on-farm testing

On-farm testing is currently taking place for two main strains (Kuroiler and Sasso) with plans for other strains underway. To date, the on-farm testing has been the main form of engagement with farmers on the ground due to delays with the roll out of the community innovation platforms (CIPs). The home visits carried out by the enumerators for data collection continues to be the main moment for the ACGG project to engage directly with farmers to collect data, provide extension services (related to the management of ACGG chicken) and identify and troubleshoot problems experienced by both women and men in the households receiving ACGG chickens. These problems can concern issues related to the management of chicken itself, as well as the benefits derived from chicken and eggs.

During the discussions of on-farm testing issues during the workshop and field trips, the following gaps related to the content of the on-farm testing tool were identified<sup>1</sup>:

**On-farm testing tool does not sufficiently capture the gendered trait preferences or the gender dynamics determining trait preferences and trade-offs:** Currently the tool only asks trait-related questions of the household as a whole, and it does not allow for an understanding of the gendered dynamics of trait preferences. There is anecdotal evidence of women preferring particular traits in indigenous breeds, but there is no systematic process for collecting information on different gendered preferences within ACGG-supported households and how this may influence decisions regarding which chickens to raise and for what purpose. This information could be important for informing strategies for longer-term multiplication and distribution of new strains.

**On-farm testing tool does not capture local innovation on crossbreeding and propagation:** During the visit it came to the fore that farmers are already experimenting with crossbreeding, highlighting the need for better ACGG monitoring and learning around propagation. This would need to include attention to gendered trait preferences and trade-offs and to whom in the household is driving the crossbreeding (i.e. who is making the decisions about what strains are being crossed? Whose trait preferences are being considered? Who benefits / loses out from this innovation?). In particular, there is a need to better understand how decision-making processes about crossbreeding impact gender relations. There is a need for a better understanding of how preferences are promoted

<sup>1</sup> See Annex 2 for more detail on the findings of a SWOT analysis of on-farm testing carried out as part of the gender strategy participatory workshop.

or excluded and their gender dimensions (what are the implications for women if men are dominating decision making about the crossbreeding?).

**On-farm testing tool does not capture backlash or spill-over effects:** Discussions revealed that with the increasing productivity of poultry, there is growing interest among men to become engaged as ACGG beneficiaries and spill-over effects are within the communities. It is a well acknowledged trend in agriculture interventions that men take control over benefits once productive activities become more profitable. It is, therefore, important that the ACGG on-farm testing tool captures this if it happens (backlash) and put in place project interventions to raise awareness among men (partners of ACGG beneficiaries) and the wider community.

In the discussions on testing, the issue of women's engagement with the market was repeated as a critical factor for their control over benefits from poultry. This is linked to another concern raised by Tanzania stakeholders that there is a lack of organized markets for the increasing supply of the 'improved breeds' as the project progresses over time. Women farmers were noted to have limited access to the market (mobility), as well as information on prices, bargaining power, etc. It was suggested that ACGG should find ways of supporting the organization of women in groups to sell poultry products and access finance to increase production. This, however, would need to be accompanied by interventions that also engage men so that the benefits are equitably distributed. This could potentially be explored as an intervention area for the innovation platforms.

## How to make on-farm testing more gender responsive

Many of the issues discussed in on-farm testing could be addressed by revisiting the on-farm testing tool itself and considering how data collected is used for research as well as adaptive programming. However, the discussion also raised the need for additional complementary tools (how to take advantage of existing tools and which new ones to develop will be dealt with separately in the section on Gender learning—so not covered below). Concrete ideas suggested by stakeholders in Tanzania include:

- Capacity development of enumerators to look out for gender issues in their engagement with farmers. This could be accompanied by encouragement to enter any observations related to gender into the comments and observations sections of the Open Data Kit (ODK) and as part of the CIP tracking.
- Revisiting the mechanisms for reporting between enumerators and sub-national coordinators (SNCs) to report on gender issues.
- New tools on women's participation in the market. These tools should support the understanding of: gendered barriers in accessing the market; market demand (consumer preferences); and how to organize women into groups to access capital and the market.
- Consider using the CIPs, and the preparation for these as a vehicle to raise awareness among men (partners of ACGG beneficiaries) and men within the community, as well as broader community on the use of ACGG chickens to benefit whole family.
- Consider using household visits in on-farm testing as moments to engage household members (including men) on key messages about the purpose and use of the ACGG poultry and products (e.g. use for consumption/nutrition) to promote more collaborative decision making in the household and minimize potential backlash.
- In relation to creating market demand and increasing access to the market, see how the on-farm testing process can also be used to collect data on interactions with the market as preparation for CIPs where different market actors could be invited in response to issues identified earlier.

## Concrete action

### Support from KIT team as part of the gender strategy process:

- Upcoming country visits will yield more ideas as to how to make on-farm testing interventions more gender responsive as a basis for recommending entry points for prioritization at the gender strategy validation workshop (tentatively set for September 2017).
- KIT will use the Ethiopia country visit to support process of revisiting the on-farm testing tool from a gender perspective to better capture trait preferences and any backlash.
- KIT has developed a simple participatory monitoring tool that includes components on trait preferences, trade-offs, women's concerns and group membership (Annex 3) that will be updated and refined based on country gender strategy visits.

## How to make ACGG innovation platform interventions gender-responsive

Three national innovation platforms (NIP) have been organized in Tanzania but in general, the participation of women has been very low and the gender concerns have not been sufficiently covered. ACGG Tanzania is in the process of planning the first CIP, and a CIP mobilization and facilitation training for SNCs and selected enumerators has been organized by PICO-EA from 29 March–1 April 2017.

Discussions with ACGG staff and stakeholders in Tanzania revealed that there is a lot of emphasis on the innovation platforms meetings themselves—at community as well as national level—as opposed to what needs to happen prior to—and as follow up from—the meetings to stimulate innovation. Thus, during the Tanzania visit an attempt was made by KIT to broaden the discussion to background and preparatory work that needs to happen before the meetings themselves, follow-up actions to the meetings (the 'in between' meeting work), how to foster relevant linkages between innovation platforms at different levels, as well as how to improve the capacity of potential participants to play their role—all of which have important gender dimensions and implications for project work.

A comprehensive gender analysis of the chicken value chain has not been undertaken in ACGG Tanzania. This means that barriers and constraints faced by women at different levels of the value chain have not been identified, and links between problems at local and national level are difficult to make. Ideas for how to overcome this knowledge gap were discussed with different stakeholders in Tanzania.

Issues discussed and ideas proposed by stakeholders in Tanzania are presented separately for NIP and CIP.

### How to make the national innovation platforms more gender-responsive

- In order to ensure that more women and young people participate in NIPs, it is necessary to revisit the criteria for who is invited to all levels of the innovation platform group. Equally important is the need to consider the logistics related to the timing and location of the event and make a concerted effort to overcome barriers to their participation.
- Representation of CIP members at the NIP meetings could be ensured by supporting key women champions identified at community level to participate.
- Awareness of gender concerns and women's role in the chicken value chain could be stimulated through preparatory work leading up to NIP meetings. The national project coordinator (NPC) could interview members of taskforces using simple tool to demonstrate important gender dynamics in value chain as a basis for discussions in the NIP.
- Advance preparation for NIP:

- Develop simple qualitative tools that can be administered by NPC or SNCs to inform the NIP taskforces/ working groups
- Develop a value chain gender analysis tool that could be used to interview NIP members prior to the meeting to ensure that gender concerns feature in the discussions and in the actions to be addressed by taskforces
- Identify gender champions/allies within each taskforce to ensure that gender-responsive actions are identified and implemented.
- Ensure that NIP taskforces include gender assessments of barriers and constraints of proposed actions. This could be linked to a presentation of the ACGG gender conceptual framework as a first step linked to a deeper analysis of the gender dimensions of the value chain.
- Carry out gender analysis of all major problems and constraints identified at NIPs and ensure that solutions proposed are gender-responsive.

## How to make the community innovation platforms more gender-responsive:

During the participatory workshop in Tanzania, discussions highlighted the importance of preparatory work leading up to CIPs. For people to come together, it was stressed that there needs to be a shared objective, which is clear and relevant to all potential participants. Much background work with individuals and stakeholder groups is thus required to create the conditions for constructive engagement. This also includes consideration of what incentives and motivations would best work to encourage different audiences to attend the meetings. For ACGG, this implies designing a process of awareness raising and mobilizing communities to attend, carefully considering criteria for whom to invite and making appropriate choices around timing and location of the event. All concerns raised have gender dimensions. For women to attend in CIPs, it is likely that they need separate preparatory women only meetings to discuss the objective of the CIP, and prepare for their input. In selected communities this could be organized around a simple participatory monitoring trajectory. Also, it is important to ensure that the CIP is organized in a suitable space for women to voice their concerns. Taking gender concerns into account in innovation platform work thus has resource implications. Suggested steps include:

- Equipping enumerators with simple tools to probe opportunities/constraints of women in the chicken value chain at community level to ensure these feed into the CIP discussions.
- Using participatory monitoring in selected communities (for example one per zone) to advance preparation as well as a form of reporting from CIPs. Participatory monitoring is a method to support and organize a small groups of participants to describe what empowerment means to them. This could be linked to a larger effort to identify locally relevant empowerment indicators and identify indicators demonstrating when various dimensions of empowerment have been achieved and when problems and constraints specific to poultry have been addressed. The groups could also be linked to monitoring actions plans or 'taskforce activities' emerging from CIPs.
- Ensuring that women have safe space to voice their concerns about constraints in the value chain. If it is not possible for women to voice their concerns in the CIPs, ACGG needs to explore other mechanisms. This implies that the project may need to consider more explicit efforts to explore if there are challenges for women to voice their concerns.
- Analysing community mapping carried out by the Tanzania NIP taskforce could provide opportunity for the project to link to existing community groups, including women's groups, who could participate in and support CIPs.
- Seeing if there is scope to use the CIP to inform community members (including non ACGG participants) on the purpose of ACGG, and raising awareness of husbands of ACGG project participants on the use of chickens to benefit the whole family (to avoid men from taking control). This is also an opportunity to probe men on these issues. Enumerators could be given some key questions to explore men's perspectives on the transitioning system, etc.
- Using the CIP as an opportunity to identify gender champions in the community, e.g. community leaders, male elites,

women leaders who could mobilize support for ACGG and be involved in the monitoring of potential backlashes (i.e. resistance or opposition to change in women's positions, and/or men taking over the benefits of chicken production once it becomes more lucrative).

- Using the training-of-trainers workshop from 29 March–1 April on CIP community mobilization and facilitation for SNCs and 20 enumerators as an opportunity to integrate gender into the preparation, the facilitation and the reporting of the CIP.
- Ensuring feedback loops between the CIP and the NIP. In this regard, it was recommended that ACGG should explore how to use the media for example to organize live panel discussions at national level where the communities could dial in to report key challenges. These could include discussion points on gender key challenges and solutions.
- Ensuring that any plans for taskforces at community level link such activities to organizing women and improving women's leadership and participation in such taskforces.

## Concrete action

### Support from KIT team as part of the gender strategy process

- KIT is currently engaging with the PICO-EA team to establish an overview of ACGG IP-related materials, tools and processes on the basis of which further ideas for gender integration can be derived.
- Upcoming country visits will yield more ideas for how to make IP interventions more gender responsive as a basis for recommending entry-point for prioritization at the gender strategy validation workshop (tentatively in September 2017).
- Based on engagements with stakeholders in Tanzania, KIT is drafting a tool for a gender analysis of the chicken value chain for testing and refinement by NPC Tanzania and in upcoming country visits by KIT team. ILRI has also developed a number of gender sensitive value chain tools that can be used to support the process.

## Gender analysis of ACGG and ATONU baseline data can give direction to the gender strategy and country implementation plans

Two survey-based baselines of strategic importance to the ACGG gender strategy have been finalized in Tanzania: The ACGG baseline and the baseline of ACGG's 'sister-project' the Agriculture to nutrition (ATONU) initiative. Both can provide rich sources of data to understand the current gender dynamics of poultry production which could inform the overall ACGG gender strategy, and the Tanzania gender strategy implementation plan in particular:

- to strategize key areas of inquiry (i.e. gender-related research questions) and key operational entry-points (i.e. community mobilization and household interaction)
- inform the refinement of monitoring and evaluation (M&E) tools and serve as benchmarks for monitoring change caused by the project.

The ACGG baseline covers information on several dimensions of the proposed gender conceptual framework for the gender strategy, in particular:

- Gender division of labour
  - Sex-disaggregated labour allocation for different chicken activities
  - Labour burden (time spent)
- Access to resources

- Access to information (training and extension services)
- Access to credit
- Access to animal feed
- Access to veterinary services and inputs
- Group membership (access to social capital)
- Access to the market (including transport details)
- Control over benefits (with a focus on decision making)
  - Who makes decisions about when to sell chicken and eggs
  - Who makes decisions on when to purchase chicken
  - Who consumes what (dietary diversity score)
  - [not covering data on who decides how income from birds/eggs is spent].

Compared to the ACGG baseline, the ATONU **baseline** data has a stronger focus on **control over benefits** and more detail about decision-making, in particular:

- Decision making on household budgets and expenditure (more data on who controls income and decides on how income is spent)
- Intra-household food distribution
- Knowledge, attitudes and practices on household budgets and food expenditure.

Currently, the ACGG baseline data has not yet been fully analysed, while the ATONU baseline analysis was recently finalized (by Sokoine University).

Both sets lack data on the role of gender norms and values influencing chicken production, and more locally context-specific understandings of what is understood as **women's empowerment**. Whilst there is data for trait preferences included in the ACGG baseline, this is not disaggregated by sex.

## Concrete action

In preparation for the gender strategy validation workshop, gender analysis of ACGG baseline data needs to be done in all three country projects, and in the case of Tanzania and Ethiopia also of the ATONU baseline findings. ILRI (ACGG program level) as well as country teams have a role to play:

- ILRI can do some preliminary gender analysis of the ACGG baseline (cross-country data-set) and on that basis provide guidance to country teams for further country-based gender analysis
- Country teams can analyse country-based ACGG baselines based on ILRI gender analysis guidance aligned with prioritized learning areas (covered later in this report). Key findings could be presented by the three country team at the gender strategy validation workshop
- In Tanzania (and possibly in Ethiopia), a joint comparative analysis session of both baselines could be organized between ACGG and ATONU project country teams. Besides the cross-project learning, this could serve to inform priority-setting for the gender strategy country implementation plans prior to the gender strategy validation workshop.

Support by KIT team as part of the gender strategy process

During Ethiopia country visit, the KIT team will work with ILRI to analyse ACGG baseline data further and draw-up guidance for country teams for country-based baseline gender analysis.



## Strengthened collaboration between ACGG and ATONU

The ATONU project's emphasis on nutrition and women empowerment provides a number of key opportunities for ACGG (in addition to ATONU baseline analysis, see above, and adapting existing gender-responsive processes and mechanisms of ATONU to ACGG, see next section). First and foremost, there is a lot of opportunity for cross-learning if an effort is made and mechanisms to promote it put into place.

Formalize regular interaction between NPC of ACGG and ATONU: Until now, there have been few opportunities for NPCs from ACGG and ATONU in Tanzania to strategize on how to complement and support each other. ACGG should seek to craft opportunities for regular reflection and learning as both projects progress. As mentioned above, the ATONU baseline was recently finalized in Tanzania. According to NPC ATONU Tanzania, the findings are due to be presented in Ethiopia and it would be worthwhile to organize a presentation in Tanzania as well.

ATONU gender training manuals could be adapted to support capacity development of the ACGG enumerators/field officers and SNCs: Due to the women's empowerment and nutrition components of ATONU, their field officers have received gender training. ATONU training manuals could be used to support capacity development of ACGG field staff, if ACGG decided to invest in their gender capacity (building on gender capacity assessment of TI). In moving forward, a similar approach to ATONU-Ethiopia could be followed whereby, ACGG staff were involved in ATONU training (gender, homestead gardening and nutrition).

Cross-learning between field staff of ACGG and ATONU: Building on above recommendations, there is an opportunity to organize that ACGG enumerators with ATONU field staff learn from each other, especially in communities where the two sister-projects overlap.

### Concrete action

- NPC ACGG and ATONU to meet as soon as possible to decide how to strengthen to the extent of possible formalization of the collaboration between the projects in the context of the evolving gender strategy process.

Support by KIT team as part of the gender strategy process

KIT can support a review of ATONU gender training materials, should that action be taken forward.

## Enabling gender learning at program and country-level

The question of how gender issues can be better investigated as part of ACGG's mainstream research was a recurrent theme during the Tanzania visit. As the ACGG project is an animal genetics research-for-development project, research priorities underpinned by bio-physical concepts and theories obviously influenced how ACGG research was designed. This scientific perspective functioned to delimit ACGG research questions asked—and by implication, which questions are not asked—and has framed the ACGG research design and methods.

During the orientation meeting and re-visit at the end of the participatory workshop participants were asked what the ACGG does NOT know as a result of not analysing gender concerns, and how this has limited the project (in terms of research focus as well as in daily operations), and what areas of inquiry/ research questions would lead to more robust research (design and methods) and product development.

On the basis of that discussion, a number of required 'areas of gender learning and inquiry' for ACGG Tanzania were proposed. They can be categorized in three areas: Overarching learning areas, specific learning areas, and cross-cutting enabling factors that need to be in place to make learning possible. These areas are presented in relation to the proposed conceptual framework of the gender strategy below.



### Overarching areas of gender learning:

1. What are the gender dimensions of chicken production (which could be investigated according to all the dimensions of the proposed conceptual framework)?
2. What does women's empowerment mean and how can it be measured vis-à-vis chicken production?
3. What interventions can empower women in relation to chicken production? What interventions can empower men? How does chicken production empower men and women differently?
4. What are the different gender related intra-household and community conflicts caused by ACGG, why do they happen, and what can be the potential conflict resolution mechanisms?

### Specific areas of gender learning:

#### Gender division of labour

1. How can women's participation in the chicken value chain be enhanced? (at all levels of value chain, not only at production level with women as producers)?

#### Access to resources

1. How can women's access to finance be ensured to secure sustainability in chicken production?

#### Control over benefits (focus on decision making)

1. Intra-household decision-making in relation to:
  - a. Who decides when and why the slaughter of chicken (interest in understanding gender differences in motivations for slaughter)?
  - b. Who controls income and benefits from the sale of chicken and eggs (improved nutrition, income)? [N.B. It would be important to disaggregate to highlight the differences between chicken(meat) and eggs]
2. Who in the household controls income for the purchase of veterinary drugs, vaccines and food supplements for the chicken (interest in tracking if this changes over time due to project interventions? (i.e. baseline and post-project assessment)?
3. Who decides to keep ACGG strains in non-project households (interest in understanding who makes decisions about adoption of new strains and spill-over effects from ACGG-supported farmers and households in terms of adoption of improved breeds)?

#### Women's empowerment

1. What mechanisms work to ensure women's voices and concerns are communicated at all levels of the innovation platforms?

#### Interlinked/different dimensions

1. What are gendered differences in farmers preferred strains and what are the trade-offs (between men and women's preferences) made in preferences?
2. How are farmers innovating through crossbreeding, who makes the decisions in this regard, and how are women's views considered?

3. What motivation do project participants have to continue investing in improving breeds after the project finishes? How can sustainability after project completion be secured?

### Cross-cutting factors to enable gender learning in ACGG

For gender learning and inquiry to take place, there must be a balance between a) integration into ongoing project data collection and analysis (short-term), and/or b) separation of 'embedded' studies designed and resourced (longer-term).

In order for gender learning and inquiry to take place in ACGG, participants of the participatory workshop indicated that ACGG Tanzania needs more capacity in the following areas:

- Gender concepts and approaches
- Gender integration in AR4D:
  - Gender analysis
  - Collection, analysis and reporting of gender disaggregated data and information
  - Participatory M&E, including gender responsive indicators.

The above will need to be cross-checked with the Ti report assessment of key capacity building areas to ensure alignment.

### Recommendations on integrated gender learning (short-term)

- The ACGG gender strategy needs to include overall direction for **required gender learning across countries** (for example presented as key learning areas with reference to sub-elements of conceptual framework). The required gender learning areas should be selected as part of the gender strategy process, and should obviously draw on needs and interests expressed by country teams and stakeholders. A final decision should be made during the gender strategy validation workshop.
- As a follow-up to this country visit, the Tanzania country team needs to prioritize the proposed areas of gender learning and inquiry (see above), i.e. which ones do Tanzania want to suggest as required gender learning areas for program-level consideration and which ones do Tanzania wish to pursue irrespective of program-level decisions?
- For this prioritization exercise to be meaningful, as part of the gender strategy process the gender learning requirements have to be integrated into ACGG data collection, analysis and reporting/documentation, and mechanisms for feed-back loops to ensure adaptive programming (linking results of gender learning to day-to-day project operations) have to be put in place. As mentioned early on in the report, this means on the one hand adapting existing tools and processes, and on the other introducing new ones:
- Adaptation of existing tools and processes:
  - **ACGG on-farm testing tool:** The on-farm testing tool needs to be reviewed to identify gaps in information collection and women's and men's views need to be consistently included, i.e. gender disaggregated data. ATONU has developed materials to support their enumerators in their regular household and community visits in focusing on intra-household gender dynamics, and the use of chicken and eggs to improve household nutrition, and the project has some monitoring tools to track dietary diversity and women's empowerment. While it is probably not realistic to adopt the use of ATONU's tools into ACGG in their current form, they could be reviewed to extract ideas for the revision of the ACGG on-farm testing tool and as inspiration for proposed qualitative tools (see below).
  - **NIPs and CIPs reporting formats and synthesis tools:** PICO-EA has developed tools for documenting the CIP process (i.e. CIP synthesis sheet). KIT is currently supporting PICO-EA on how to integrate gender in various processes and formats for planning and reporting (CIP and NIP). To the extent possible, IP tools and processes should be linked to/take advantage of data collected as part of ACGG on-farm testing (see

below proposals for new qualitative tools below).

- **Introduction of new tools and processes:** Existing tools and processes **are not sufficiently capturing all dimensions of gender relations and women's empowerment and it is therefore** proposed to introduce some simple **qualitative tools**. Such tools can dig deeper into gendered dynamics in chicken production, probing understanding of the constraints and how to build upon the opportunities. It is, furthermore, useful to explore nuances in gendered preferences and trade-offs in chicken production and support the project to dig deeper into responses on (joint) decision-making processes related to the use of chicken and eggs, and how income is being used and re-invested.
- It is proposed to introduce a simple tool to **facilitate participatory gender analysis and monitoring with women project participants**, which could serve different purposes: a) serve as opportunity to mobilize women chicken farmers in small groups where they feel safe to voice their concerns and can prepare for participating in and voice concerns at the CIPs; b) improve understanding of different dimensions of gender relations at household level at a particular moment in time (one 'mini baseline' per geographical zone in country); and c) to support group members in defining themselves what 'women's empowerment' means, how they want to measure/monitor changes over time and at the end of the project (draft used in Tanzania provided as **Annex 3**).
- For the IP work of ACGG, it is proposed to introduce a simple **tool to analyse the chicken value chains from a gender perspective**, which could also serve different purposes: a) improve understanding of gender dimensions of chicken value chain (per country); b) serve as opportunity to develop awareness amongst participants of gender and women's rights issues; and c) provide a basis for monitoring changes over time and at the end of the project. ILRI has already developed gendered value chain tools that could be used to support the process.
- **Gender analysis** of collected data poses a particular constraint (as expressed by ACGG Tanzania during country visit, and based on the findings of the Ti gender capacity assessment). This is true for data that will become part of existing project processes (such as on-farm testing), as well as for data based on new qualitative tools. How to realistically and effectively overcome this constraint (capacity development, resource allocation) needs careful consideration in the ACGG gender strategy process and final strategy accompanied by identification of who should be responsible for different tasks. A related concern expressed in Tanzania was that relying on data from current on-farm testing technology (ODK) takes too long and need for an alternative mechanism to access data was strongly emphasized.

Support from KIT team as part of gender strategy process

- Support review of on-farm testing tool (with ILRI during Ethiopia country visit) and ATONU monitoring tools
- Establish an overview of IP-related materials and tools (including CIP synthesis sheet) and support gender integration where appropriate (in process)
- Provision of drafts of new tools (draft used in Tanzania provided in Annex 3—needs revision/updating based on further gender strategy visits)
- Provision of references to appropriate resources (in process).

### Recommendations on integrated gender learning (long-term)

- Regina Maunde, a PhD student at Sokoine University has been attached to ACGG Tanzania and her research focuses on how improved chicken breeds empower women. Her work presents a unique opportunity to respond to gender learning priorities highlighted during the Tanzania visit.
- ACGG Tanzania could explore how to engage more PhD and MSc students to support the gender analysis of ACGG data from baseline, on-farm testing and in the longer-term more in-depth qualitative research.
- ACGG Tanzania could also consider to identify one or more strategic pieces of gender research and embed it into the project. This would require (separate) investment but could be coached as part of the planned follow-up to the

gender strategy (i.e. coaching for implementation of the ACGG gender strategy and country implementation plans).

### Concrete action

Support from KIT team as part of gender strategy process

- Support to Regina Maunde, PhD student, to strengthen conceptual framework and questionnaire (based on proposed gender strategy conceptual framework, and draft tool for participatory gender analysis used during Tanzania visit) (in process).

## Gender-responsive monitoring, evaluation and learning in ACGG

During the Tanzania visit, a number of issues emerged in relation to the gender-responsiveness of monitoring, evaluation and learning in ACGG. Currently, there are no formal M&E systems used in the project apart from monthly reporting from Tanzania team to ILRI for donor reporting to the Bill & Melinda Gates Foundation.

Concrete efforts are being made by the NPC in Tanzania to collect weekly reports from the field including success stories from SNCs and enumerators. The NPC captures weekly reports from SNCs, but SNCs face a number of challenges in capturing key learnings from the enumerators as they do not have opportunity to meet face-to-face due to distance and budgetary restrictions. Key observations are currently being captured through discussions in What's-App groups. Interesting observations about farmer innovations are usually documented as 'success stories'. Other developments not necessarily of success but of 'backlash' are not always documented while they are equally important learnings for the project. At the time of the gender strategy Tanzania visit, stories did not systematically capture gender dimensions of change.

During the discussions, the following ideas related to improving M&E were identified:

### **Improve documentation of learning through gender analysis of stories emerging from the field and ensuring that stories move beyond reporting success but also document instances of failure and backlash:**

SNCs in Tanzania were introduced to the proposed gender strategy conceptual framework during the participatory workshop. They are, therefore, now better equipped to support enumerators to report on stories of interest to the project which align with the key gender learning areas currently proposed by the ACGG Tanzania team. These can be stories regarding spillover, innovation through crossbreeding, and also stories of backlash where women are challenging husbands who are taking control over benefits of chicken. There is interest in the ACGG Tanzania project team to explore how media can be brought onboard to help support reporting on change.

**Explore options for more systematic learning and reflection:** Mechanisms for more regular analysis and reflection on data from a gender perspective would be useful for more adaptive programming. This could involve setting up systems for reflection between enumerators and SNCs, and between SNCs and project management. Staff incentives need to be built into such a system to make it work.

### Concrete action

- ACGG Tanzania team could discuss more concrete steps to improve documentation of social change and what learning and reflection mechanism to be put into place. The team could seek support from ILRI Communication and Knowledge Management (CKM) unit for packaging and dissemination.

Support by KIT team as part of gender strategy process

KIT can continue to provide ideas (such as on the most significant change approach).

## 4. Conclusion and next steps

The visit to Tanzania not only resulted in valuable insights for developing the ACGG gender strategy, it also gave us the option to test a model for gender strategy country visits that we will follow for the next ACGG gender strategy country visits to Ethiopia and Nigeria. Below we have summarized the concrete action points for ACGG Tanzania as well as for KIT's support to the gender strategy process.

### Next steps in gender strategy development process ACGG Tanzania

#### Overall

- Review Tanzania summary report to:
  - provide feedback to KIT
  - take ideas and entry-points forward
  - prepare for gender strategy workshop (presentation of baseline gender analysis, and for Tanzania gender strategy implementation plan prioritize gender learning areas, prioritize suggested entry-points, and discuss resource implications).

#### Innovation platforms

- Support KIT in testing tool for a gender analysis of the chicken value chain.

#### Baseline

- Analyse country-based ACGG baselines based on ILRI gender analysis guidance aligned with prioritized learning areas, and prepare presentation for the gender strategy validation workshop
- Joint comparative analysis session of ACGG and ATONU baselines, which could serve to inform priority-setting for Tanzania country implementation plan prior to the gender strategy validation workshop.

#### ATONU

- NPC ACGG and ATONU Tanzania to meet as soon as possible to decide how to strengthen and to the extent possible formalize the collaboration between the projects and report back.

## Gender learning

- Prioritize the proposed areas of gender learning and inquiry (see above), i.e. which ones do ACGG Tanzania want to suggest as required gender learning areas for program level consideration and which ones does Tanzania wish to pursue irrespective of program-level decisions.

## Monitoring and evaluation

- ACGG Tanzania team could discuss more concrete steps to improve the documentation of social change and what learning and reflection mechanism to be put into place.

# Next steps in gender strategy development process KIT support

## Gender strategy conceptual framework

- Continue to update gender strategy conceptual framework based on future gender strategy country visits and engagement with ACGG stakeholders.

## On-farm testing

- KIT will use the Ethiopia country visit to support a process of revisiting the on-farm testing tool from a gender perspective
- Upcoming country visits will yield more ideas for how to make on-farm testing interventions more gender responsive as a basis for recommending entry-point for prioritization at the gender strategy validation workshop.

## Innovation platforms

- KIT is currently engaging with the PICO-EA team to establish an overview of ACGG IP-related materials, tools and processes on the basis of which further ideas for gender integration can be derived
- Upcoming country visits will yield more ideas as to how to make IP interventions more gender responsive as a basis for recommending entry-point for prioritization at the gender strategy validation workshop.

## Baseline

- During Ethiopia country visit, the KIT team will work with ILRI to analyse ACGG baseline data further and draw up guidance for country teams for country-based baseline gender analysis.

## ATONU

- KIT can support a review of ATONU gender training materials and ATONU M&E tools, should that action be taken forward.

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## Gender learning

- Support review of on-farm testing tool (with ILRI during Ethiopia country visit in March 2017) and with inspiration from review of ATONU materials
- Establish overview of IP related materials and tools (including the CIP synthesis sheet) and support gender integration where appropriate
- Provide draft of new tool for engagement with groups of women and men farmers (draft used in Tanzania provided in **Annex 3**—needs revision/updating based on further gender strategy visits)
- Draft a tool for a gender analysis of the chicken value chain for testing and refinement by NPC Tanzania and in upcoming country visits by KIT team
- Provide references to appropriate resources
- Support Regina Maunde, PhD student, to strengthen conceptual framework and questionnaire (based on proposed gender strategy conceptual framework, and draft tool for participatory gender analysis used during Tanzania visit).

## Monitoring and evaluation

- Continue to provide ideas (such as on the most significant change approach).

# Annexes

## Annex I: Tanzania country visit agenda and objectives

### KIT visit to ACGG Tanzania, 11–17 February 2017

When	Activity	Objective	Stakeholders involved
11 February	Arrival in Tanzania		
13 February	Engagement with women and men chicken farmers	To understand the gendered needs and interests in chicken production and the gender dimensions of introducing new chicken breeds	Groups of women and men farmers, SNC, enumerators, NPC
14 February	Orientation meeting	<p>*To inform and discuss the ILRI–KIT collaboration on developing a ACGG gender strategy</p> <p>*To share and discuss the approach to the gender strategy development process in general and the country visit in particular</p> <p>*To discuss what it means to be strategic with regards to the gender strategy</p> <p>*To establish what are the key boundaries for the gender strategy from an AR4D perspective, to discuss what ACGG needs to research / learn in relation to women's empowerment and chicken production</p>	Core Tanzania team (principal investigator (PI), co-PI, NPC), all SNCs, ATONU, representatives from programme board, PhD student
15 February	Participatory workshop	<p>*Common understanding of why gender matters to ACGG</p> <p>*Common understanding of different gender dimensions; and women's empowerment</p> <p>*Potential entry-points for the gender strategy</p> <p>*Ideas for guiding es for the gender strategy</p>	Core Tanzania team (PI, co-PI, NPC), all SNCs, ATONU, representatives from programme board, PhD student and gender focal points of ministry.
14–16 February	KIT with ACGG staff		
17 February	Engagement with NIP members	To better understand the gender dimensions of the poultry value chain in order to inform ACGG project activities in particular Innovation Platforms.	Small- and medium-sized enterprise and hatchery association
17 February	Departure from Tanzania		



## Annex 2: Highlights of Tanzania country visit activities

### Participatory group exercise

- **Context and Intersectionality matters:** **Clear contextual differences** in the gender division of labour is different amongst Maasai women and other ethnic group in terms of who does what in managing the poultry. This has big implications to who can access and control benefits of poultry products. Maasai women have more control over the use of chickens as their husbands pay more attention to large stock (cattle, sheep and goats).
- **Clear differences across different types of households.** Women in female headed households are having more control over use of chicken and are controlling that benefit of chicken shared within the household.
- **Preferred traits in order of priority:** body size, weight, egg productivity; other key issues that are not reported by ODK (ability to mate, docility of bird).
- **Importance of poultry to empowerment:** chickens provide women with sense of control. They believe that it is a route to independence, where they will not have to rely on asking husbands for income to support the family. 'I have control, I have a say'... 'I have money to spend on my children, they can eat well, they can go to school, we can pay for uniform'. Improved breeds regarded as a 'capital': that will generate more income that can be used to move them out of poverty. They reported needing the new breeds or funds to help increase productivity of birds. The assumption is that they will have a market to sell the birds. Women reported that one of their main challenges is that if husband goes to the market to sell the bird, they know that they will not get all the income from sale as husbands spend it on other items.
- **Access to market is a key constraint:** currently many women mainly sell in their surrounding community, house to house (not to market). If it is sold in market, usually husband will go, but that means she will lose control over the benefits.
- **Key constraints:** lack of capital. Feel that they can work hard to increase productivity of chicken if they had capital. Capital interpreted as 'improved breeds of chicken' and 'income/finance'.
- **Consumption:** Currently eggs are more regularly consumed. The decision to eat a bird is made by husbands as indigenous chickens are expensive/valuable, only consumed for special events.
- **Membership to groups:** women reported being members of other groups in the community. Evidence of a local village bank (rotating savings groups). When asked about idea of community level innovation platform, reported that it would be useful to link up with other actors in the value chain and they could find out where they could sell eggs for a better price.

### Interviews with enumerators and SNCs

#### Discussion with enumerators

- **Data collection:** use the ODK and each have a notebook. When they visit the household, they usually spend about 1 hour talking to the 'carer' of the chicken.
- **Observations of preferred traits and selection characteristics:** High production of eggs, body size, body weight. Other traits NOT listed in ODK: included ability to mate (cock), docility, aggressiveness of the bird.
- **Consumption:** Not many families can afford indigenous chicken which is very expensive. One bird costs between TZS 15,000–25,000. It is uncommon to sell chicken in parts. Only eat chicken for special occasions e.g. Christmas, Easter or when there are visitors.
- **Other observations:** Observed with the new improved breeds that they have large body size and lay more eggs, but limited market to sell the chicken. Noted increasing confidence amongst farmers to manage chicken.

## Discussion with SNCs

- SNCs play an important role in communicating change reported from enumerators to core Tanzania team. However, most of this is done by phone and not in the field. SNC expressed need to visit the field more frequently.
- Reporting: Whilst they have regular contact with NPC via phone and What's App, currently there is no structured way of reporting on 'success stories'. This is based on 'need base', where good stories are followed up upon guidance from the NPC. Currently none highlight the gender dimensions. The emphasis in the past has been on reporting 'success stories', yet was observed that there were also insightful stories (not necessarily of success) which are indicating changing power dynamics in the household.
- Trait preferences: They have observed that some traits matter, but don't know why they matter and how it is different between women and men (they don't know what motivates certain trait preferences).
- Innovation platforms: currently recognize that there is limited analysis of gender constraints of value chain and low participation of women as main challenges. (although they have only undertaken one zonal IP)
- Other observations: Importance of seasonal costs (e.g. school fees), driving availability to spend on inputs; importance of context in driving some of the preferences and constraints of chicken rearing; observation that the demand for chicken is high, and not met by local availability.

## Interview with the NIP members

KIT spoke to two members of the National Innovation Platform: Ali Milinga from Nzua enterprises and Alfred Manyanga (Hatchery) to explore entry points for gender analysis in the value chain. Ali works in a family run business that operates at various points of the value chain and Alfred runs his own hatchery business.

## Key observations

- Women play different roles at different points of the poultry value chain. More heavily concentrated at the bottom as producers (maintaining DOC) and brooding.
- Different preferences for improved breed either for eggs or meat or both, but was not able to report on how these were gendered. Generally, the preferred traits are: taste, good laying, no disease, broodiness.
- Observation of strong gender stereotypes that hinder women's participation in value chain: perception that they do not work well once get married/pregnant as they have too many reproductive tasks; women can only work higher up the value chain only if young and single.
- Entry points for NIP discussion: stronger analysis of gender barriers /constraints at different positions of the value chain; employment conditions for women in different parts of value chain.
- There are other examples of innovation platforms taking place at the national level which would be good to leverage on. For example, MUVEC which is doing much more on youth and gender.
- Small enterprises have the potential to play a supportive role to mobilization women in groups to get access to more resources to participate in chicken value chain. However, attention needs to be given to the way in which this inclusion is fostered in a way that does not exploit women.

## What are the gender constraints and opportunities?

- Access to capital to organize to purchase in bulk appears to be major constraint for women. Currently Nzua enterprises is working with women's groups to support them to access finance from financial institutions.
- Women do not have much opportunity to move up the value chain as entrepreneurs without capital and due to 'mind-set' of private sector which is more profit oriented and perceives women as 'not good workers' when married or pregnant.
- Key challenge is mindsets of private sector: perception that women are constrained by their productive roles' and/or women cannot play leadership positions. ACGG can provide an opportunity to challenge the 'mindsets' of private sectors and the stereotypes on women.

## Implications for entry points

- Need a more thorough gender value chain analysis incorporated into the NIP process.
- Project to consider where it wants to prioritize interventions to empower women in the value chain: as producers, as brooders, or further up the value chain by mobilizing access to credit so that women can organize themselves. This could be driven by women themselves after more scoping through the CIPs.
- Explore complementarities with other similar innovation platforms: MUVEC (they are doing more on youth and women empowerment).

## SWOT analysis of testing<sup>2</sup>

### Key areas of discussion:

**Main message:** need to be aware of what we don't know and understand the dynamics of the trait preferences. If women prefer some traits in indigenous breeds, need to see how these might be promoted/or excluded from being part of the innovation if men are making decisions about the crossbreeding.

## Implications for entry points

- Need better tracking of backlash and spill-over effects: Need to look at spill-over and backlash of the improved breeds to non ACGG households and communities. Ensure that men are not taking control over benefits.
- Need better monitoring and learning around crossbreeding, this includes attention to trait preferences and trade-offs: Ongoing farmer crossbreeding: Who is making the decisions about what strains are being crossed? Whose trait preferences are being considered? Who benefits /loses out from this farmer innovation? How much is the ACGG project monitoring the crossbreeding.
- Understanding the gendered barriers to accessing the market will become critical as the birds become more productive.
- Understanding market demand (consumer preferences) will also be of strategic importance to deal with increasing supply of birds.
- Organizing women into groups to support women access capital and access to the market.
- Governance structure of the groups (often many men in the group) needs attention to ensure women are not exploited.

<sup>2</sup> Carried out during participatory workshop activity looking at the strengths, weaknesses, opportunities and threats of the Testing pathways of theory of change.

## Issues and entry points

### Strengths

Project has a focus on empowering women	<p>Because of the emphasis on women as target group this provides both opportunities and risks.</p> <p>Opportunities:</p> <p>Increased production of chickens of new breeds (compared to indigenous breeds) creates new forms of capital and benefits (income).</p> <p>With the increased access and control over chicken as a capital and (implied benefits), will support the family overall (more income in household) and can think of other strategies in long term to empower women.</p> <p>Risks:</p> <p>The counterparts/partners of the targeted women could pose a threat if they do not support the overall goals of the project. Increased access to resources (chicken + income) may lead to backlash, or loss of control over the benefits of increased production.</p> <p>Entry point:</p> <p>Sensitization focusing on men: to encourage more male involvement on chicken keeping. Sensitization on how to make participatory decision making within the household, promoting cooperation in household on how benefits of chickens is used.</p> <p>Sensitization of wider community level (other community members outside ACGG target group, including other men) so that women can control the benefits of the chicken.</p> <p>Explore use of community innovation platform as a vehicle for this.</p>
(women farmers comprise 80% of target group: assumption that because of this focus the project is empowering women).	
Project is designed to work with stakeholders at different levels	<p>Gender champion in place: this person can be a resource person to support building capacity of other implementers across all levels. They have links to the TGNP (Tanzania Gender Network Platform)</p> <p>Gender strategy advisory group is in place to support process after finalization.</p>

### Weaknesses

Cultural hindrance of promoting chickens: (norms and gender division of labour)	<p>It was observed that in some communities e.g Maasai 'culture' and norms are hindering both women themselves (internally) as well as the norms held by wider community on what women can and cannot do is hindering the whole family from benefitting from the improved breeds. It was noted that women lack knowledge of their rights. Most women might sell chicks or eggs but decision maker might be someone else, or husband controls income. Women might work very hard to increase productivity, but may not directly benefit.</p> <p>Entry point: Need mobilization and sensitization targeting women on their rights and sensitization targeting wider community (focusing on how the income from chicken can be used to benefit the whole family).</p>
Lack of organized market for farmers to sell products of improved breeds.	<p>It was observed that with the increased productivity provided through project, there is a need for market to respond to increasing supply.</p> <p>Entry point:</p> <p>Mobilize the farmers to join in groups so that they can easily enter market.</p>
Lack of entrepreneurial skills	<p>CIP could be a way to organize farmers into marketing groups.</p> <p>Linked to observation that market access was a challenge, it was observed that farmers were losing out on making the most of the market, and getting the right prices for their products. Might sell eggs/chickns, but some might know they could make more.</p>
Lack of access to credit	<p>Entry point: Training and sensitization</p> <p>Lack of information on loan accessibility. Most farmers don't have collateral or title deeds, and don't know where to get loans to support their poultry business.</p> <p>Entry point: Training and sensitization (see further points below in opportunities on how to access market, use Village Community Banks to build capital).</p>
Low awareness on gender issues among project officers.	Not discussed

Opportunities	
Synergy with sister project ATONU	<p>ACGG works alongside ATONU which is adding value because of focus on nutrition and women empowerment.</p> <p>Entry points:</p> <p>Share monitoring tools from ATONU: There will be some tools used to measure women empowerment and ensure it is happening</p> <p>ACGG can share gender strategy work with ATONU</p>
Men are becoming interested in poultry	<p>With the introduction of new improved breeds, men are now more engaged in chicken keeping compared to the past. In the past, it was perceived a women's tasks. Due to improved breed, men are becoming more interested because of increased productivity (more eggs, chicken are big). This is both an opportunity and a threat:</p> <p>Entry point: Sensitization of men to encourage their involvement in chicken keeping in a way that does not take control away from women. (Implied: need to sensitize men to support the women). Adopt a value chain approach to show different opportunities.</p>
Increased demand for chicken meat provides opportunity for project to expand.	<p>Increased productivity of birds (improved breeds and increased knowledge of how to manage chickens due to more regular involvement of project officers) leading to increased demand. Increasing demand for white meat linked to a rise of diseases associated with red meat.</p> <p>Observation: Market demand is available birds, but the market is not organized for the products (local chicken) and observed that women have challenges accessing the market. If numbers of chicken increase and there is no way to 'market' the birds, this can also be a threat.</p> <p>Entry points:</p> <p>See points above regarding organizing women into groups, accessing finance. Women could be organized into groups to get more access to capital (finances) to sell products (e.g. village banks).</p> <p>Mapping of community groups by NIP taskforce: Currently one of NIP taskforce groups was to map existing community groups and poultry specific groups in the ACGG communities. Aim was to see if these groups could be used to support accessing finance. Observation is that most of them are mixed sex group. Recognition that need to look at a) purpose of group, b) governance structure of group in terms of who is making key decisions.</p>
Government stand on non-importation of chicken products (table eggs, chicken meat).	<p>The government ban on importing chicken products was an outcome of the ACGG NIP. This provides an opportunity for marketing the outcome of increased productivity of birds, but requires organizing market, and understanding better where the points of demand are.</p> <p>Entry point: Mapping of consumer preferences by the national innovation platforms: Poultry producers could then think about mapping the different consumer preferences for these products. (link the consumer preferences to demand, and to sell the productive chicken to meet this demand).</p>
Partners (PPP) willing to collaborate.	<p>Observed that the strong support from donor and government is an important strategy for poverty alleviation.</p>
Diverse agro ecological zones.	<p>Recognized the fact that project working in multiple agro-ecological zones is an opportunity to see which breeds do better and where. Also an opportunity to work across different groups (religious, socio economic)</p>
Threats	
Competition with other strains outside of country.	<p>Observed that some farmers prefer other strains not selected by project.</p> <p>Entry point: Sensitization of community on the rationale for choice for strain.</p>

Loss of genetic material/ pollution of genetic material.	<p>Observed that there are adaptive genes in the local genotypes that can be lost through crossing with the risk of losing adaptability (e.g. brooding, not resistant to diseases). It was noted that farmers are purchasing cocks for breeding (not consuming) to address their needs. With this practice, it means they will be carrying out crossbreeding resulting in the dilution of the genetic traits of indigenous chicken. With time will have more mixed breeds. Was observed that farmers are testing all the time, and the project does not have a way of knowing what will be preferred or not. Need more monitoring of their perceptions of what are you losing and what are you gaining. Therefore, need information/to monitor what are the different trade-offs being made on preferences and how this is influencing crossbreeding.</p> <p>Entry point: Introduce a business model that encourages farmers to keep hold of introduced breeds (rather than crossbreeding): Need to place more emphasis on business model to get another stock. Need to involve private sector to ensure adaptability of the farmer preferred breeds. Instead of just keeping for breeding they can sell because they are sure of getting same breed in the country or locality. This requires training of farmers, so that they approach this as a business model not for crossbreeding. Once they reach 2 kg, they are encouraged to slaughter the chicken to reduce dilution of genetic pool.</p> <p>One simple approach is working with farmers on a production/sale calendar. For instance, when would you need to purchase birds to be ready for sale for the Christmas market? The exotic birds develop slightly differently so this may be helpful work. Due to more limited access to information, women may be less aware of these differences.</p>
Backlash (from male partners of ACGG recipients, from non-ACGG member)	<p>Was observed that there was the risk that women (ACGG recipients) and non-ACGG recipients may experience backlash. Was noted that the backlash risk will be heightened when it is perceived that women are doing well.</p> <p>Was recognized that ACGG is only working with small percentage of farmers in each community; other men might see benefits for the poultry and take over. There is a risk that this will spill over to affect other women who are non-ACGG.</p> <p>Entry point:</p> <p>Community innovation platforms could engage ACGG farmers and non ACGG farmers. So sensitization on gender needs to target both ACGG and non ACGG Farmers.</p> <p>Work with community leaders: Could also engage institutions/village leaders to communicate 'do no harm'</p> <p>Monitoring spill over effects: Currently don't know about spill over effects to other community members. Can't do a lot, but need to know about potential spill over effects.</p>
Theft: some reports of chickens being stolen	<p>Was also observed that theft could be an indicator project is addressing key constraint (slow growth and few eggs by local chickens).</p> <p>Entry point: Sensitization of community, vigilance</p>
Vulnerable Smallholder farmers might lose out from taking advantage to market.	<p>Was observed that because market not organized for chicken (to deal with increased supply), there is a risk that when number of chickens increase, the number of smallholder and medium scale farmers in small and big towns will take advantage of new poultry breeds. Risk that the small holder farmer will not benefit.</p> <p>Entry point: was observed that it is not ACGG's main role to deal with this right now, but will have to address this as the project progresses. NIP taskforce on market might be able to address this in a year or two.</p>
Disease: some new improved traits are attacked	Entry point: Sensitization and training of community
Chicken feed: drought is challenging feed.	Entry point: Sensitization and training of community

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## Orientation meeting and participatory workshop highlights (not covered in main report)

### What does STRATEGIC mean for the gender strategy?

- Strategic targeting such as focusing on a particular sub-group (female headed HH)
- Setting targets
- Pick a few strategic priority issues
- Improving household nutrition
- Improving chicken husbandry practices and marketing

### How do we translate that to the ACGG gender strategy?

- Male engagement
- Identify gender champions at all levels and with all partners
- Awareness and capacity development of ACGG team and partners
- Mobilize and organize women to participate meaningfully in IPs and VC and to access credit
- Organize inclusive IPs at all levels
- Realistic planning
- Sufficient resource allocation
- Participatory M&E and establishing feed-back loops
- Documenting gender learning

### What are the boundaries of the ACGG within which the gender strategy has to be developed?

- Project time-line
- Level of effort has to be aligned with resources available (ACGG Tanzania and ILRI)
- Keep in mind overall goal (genetic gains and increased productivity)
- Local context including socio-economic and socio-cultural conditions
- Characteristics, capacities and commitment of partners

### What should be the ACGG gender strategy principles?

- Equal opportunities for participation
- Equal sharing of benefits
- Sustainability
- Being open-minded
- Do no harm

## Annex 3: Tool for participatory group interaction with ACGG participants

The following tool was developed by KIT for ACGG Gender Strategy Tanzania Country Visit. It will be revised and updated based on lessons learned and feed-back in the three GS ACGG country visits.

Overall objective: To better understand the gendered needs and interests in chicken production and the gender dimensions of introducing new chicken breeds.

The activities are designed to be carried out in two group meetings with 5–8 men and 5–8 women in each group. Depending on time available and how topics are covered from one exercise to the next, they do not all need to be conducted. Activity 5 is for the women group only.

### I. Gendered roles and relations in chicken farming

*Aim of exercise:* To understand gender division of labour in chicken production (and some dimensions of access to and control over resources and benefits as well as decision-making).

- Prepare a flip-chart with some main activities (who does what (feed, water, etc.), who receives info, who owns/decides—KD and JN to prepare in advance) listed down the side of the chart and different men and women on the top (children, grown-ups, old people – or other categories)
- Discuss the flip chart with the group – add and remove activities.
- Facilitate that the chart gets filled in with the group.
- Discuss the main findings – focus the discussion vis-à-vis men and women's different needs and interests in chicken farming. If relevant expand the discussion to discuss different categories of men and women not in the chart (different wives in a household; household without access to make labour; poor/well off; different ethnic groups etc.)?

### 2. Gendered constraints to chicken production – and solutions to overcome them:

*Aim of exercise:* to explore differences in women and men's perception of different constraints in chicken production and how to overcome them

- Discuss what are that main difficulties / constraints / worries in poultry farming. List them on a flip-chart (or make a drawing for each one on a colour card). Some have probably already been mentioned in the earlier exercises.

Probes: labour (care of chicken, cleaning, getting water/feed and other requirements etc.); housing for chicken; quality of chicken breed; access to new chicks; worry about adaptability of new breeds; disease; access to clean water; access to inputs (such as veterinary services/vaccinations/medicines; other extension services; feed sources)?; access to knowledge/information; access to markets; socio-cultural concerns; anticipation of implications of changes in production relations and loss of control (men taking over when it becomes more profitable); balance between input and risks?

- Distribute the same number of stones/beans to each participant and ask them to put the stones/beans on the constraint on the flipchart or colour card according to their importance. Ask participants to justify their ranking.
- Count stones (it is possible to make a relative ranking x number of stones divided by total number of stones and multiply by 100). Discuss the result with participants i.e. does it correspond to their perception of the reality.
- Then, for each constraint identified (or top three), discuss what are the options available to reduce it / to overcome it? Discuss with the group if these options/ solutions different for men and women – and why?



### 3. Gendered control over gains in chicken production

*Aim of exercise:* to explore how women anticipate the likelihood of net-gains from chicken production including whether they expect to gain/keep control over production and benefits.

- Discuss what are the main uses and gains from chicken production. List them on a flip-chart (or make a drawing for each one on a colour card).

Probes: Money (selling); other products (bartering); better food/nutrition; pest control; manure; socio-cultural functions (festivals, treatment of illness etc.), other)

- For each gain listed, discuss and write down:
  - Who controls it (i.e. decides what to do with it)?
  - Who benefits from it – and how?
  - What factors influence whether or not a women can control and benefit from the gain?

### 4. Preferences in chicken breeds

*Aim of exercise:* to explore the importance of different traits in chicken breeds and gendered preferences.

- Ask participants to identify the most important traits in chicken breeds by asking the following questions: What are good traits in chicken (such as low labour input, tasty meat, market demand) – keep asking what else? Also try to ask “what are ‘bad’/less good traits (disease prone; to predators, etc.) and turn these negative traits into positive ones (not prone to disease etc.)”. List all the traits on a flip-chart (or make a drawing for each one on a colour card).
- Distribute the same number of stones/beans to each participant and ask them to put the stones/beans on the trait on the flipchart or colour card according to their importance. Ask participants to justify their ranking.
- Count stones (it is possible to make a relative ranking  $\times$  number of stones divided by total number of stones and multiply by 100). Discuss the result with participants i.e. does it correspond to their perception of reality.

### 5. Women voicing their needs and interests

*Aim of exercise:* to understand where and how women are able to voice their concerns and present their solutions, and explore what empowerment means locally.

- Drawing on results of all exercises, discuss the main differences in women and men’s needs and interests in chicken production.
- Ask if women have been able to voice these concerns/present their solutions, and if yes, where/in which fora (community meetings, project meetings (not just ACGG), formal government meetings etc.). If there are experiences (good and bad), explore what there is to build on – what there is to improve – what new space needs to be created and how it would look like to work for women.
- What are your dreams as a chicken producer in five years? How will you get there? (NB this concerns overcoming barriers as an individual (agency) and structurally).
- What would you like to be recognized for? By Whom? How would it look like? Why is that important? What could you then do / decided differently in your life than now?
- What does it mean to live well? What does it look like?
- How could ACGG support you in getting there (vis-à-vis different answers to above questions).

Probe: Women’s mobility, socio-cultural constraints, experience/’ability’ to voice concerns, the perceptibility / reactions of other participants etc.

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